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23 Nov 21

From: Deputy Chief of Naval Personnel
To: President, FY-23 Foreign Area Officer Commander Milestone
Screen Board

Subj: ORDER CONVENING THE FY-23 FOREIGN AREA OFFICER COMMANDER
MILESTONE SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 4 Oct 21
(b) MILPERSMAN Article 1301-809
(c) OPNAVINST 1301.10C

Encl: (1) Board Membership
(2) Administrative Support Staff

1. Date and Location

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at Navy Personnel Command, Millington, TN, at 0800, 1 December 2021, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-23 Administrative Selection Board Precept, reference (a).

2. Function

a. The function of the board is to recommend Foreign Area Officers (FAO) for Commander Milestone assignment within the FAO community. Officers eligible for their first look are those selected for promotion to Commander (CDR) who have not been previously considered. Officers eligible for their second look are those who were considered but not selected on the FY-22 FAO Commander Milestone Screen Board. No officers will be eligible for a third look unless specifically authorized by the FAO Community Sponsor in accordance with reference (b).

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b. To ensure that standards of performance are maintained, the board will also review the records of officers who were previously screened but have not yet reported to milestone billets by the board convening date. Those officers whose records, in the opinion of the majority of the board members, indicate a significant decline in performance or contain material subsequent to the last board that casts doubt on their ability to serve, shall be recommended for removal.

3. Board Authorized Selections. The CDR Milestone Screen Board goals are based on the current percentages as set forth in reference (b).

a. The total number of candidates that may be recommended is listed below. For CDR Milestone, members should select the Best and Fully Qualified officers in accordance with reference (a) regardless of First, Second, or Third Look, but shall not exceed the total selection goal. The board may use nominal quotas for Second/Third Look selections for First Look candidates, and vice versa.

FAO CDR Milestone	
First Look Eligibles:	16 officers
Second Look Eligibles:	16 officers
Third Look Eligibles:	0 officers
Total Selection Goal:	09 officers

b. Officer "Bank". Each Milestone Screening Group will screen to a "bank" (vice specific billets) to allow for flexibility in detailing. Officers that screen for milestone may not be offered a milestone billet in FY-23. These selectees will receive the proper "Milestone screened" code and remain eligible for future orders. If not serving in a milestone billet when subsequent FAO Milestone Boards convene, these "banked" officers will be rescreened as outlined in paragraph 2b.

c. The board may elect to designate up to two officers for CDR Milestone as Qualified Insufficient Opportunity (QIO). The board should identify such officers to the recorder and those officers will be annotated in the recorder's ledger. Names will

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be promulgated in the Post Board Report and ranked in confidence order (priority) by the board, but will not be published. In accordance with reference (b), officers designated QIO may be slated to a milestone tour if the inventory of screened officers proves insufficient for requirements prior to the next milestone screen board. If not slated to a milestone tour in that period, QIO status will expire at the convening of the next milestone screen board, and those officers designated QIO on their first look will be counted among the group of records eligible for screening on the second look.

4. Additional Guidance. The below information is provided to clarify community requirements and any specific needs, but in no way should replace the Best and Fully Qualified Standard of reference (a).

a. FAOs are the Navy's globally embedded, persistently forward, strategic operators. Career progression produces FAOs who bring assured global access and posture, interoperability with U.S. partners, and combined lethality with positional advantage for the Fleet. FAOs achieve the global objectives in the National Defense Strategy and the CNO's Building Allies & Partners lines of effort. Successful FAOs demonstrate sustained superior performance and increasing responsibilities along three billet types: 1) Security Cooperation (OPNAV, Fleet, and CCMD Staff or Offices of Defense Cooperation; 2) Human Intelligence and Influence Operations (Defense Attaché Service); and 3) Strategy, Plans, Policy (Navy, Joint, or Inter-Agency staffs).

b. The optimal indicators of potential success in a Commander Milestone assignment are superior performance in a FAO tour and full qualification within the assigned AOR.

(1) The most competitive officers will have distinguished themselves by outstanding performance in previous assignments, to include assignments prior to re-designating as a FAO, and will have strong fitness reports (to include soft breakouts) throughout their careers. These tours include assignments to major staffs and in-country positions within the Defense Attaché Office or Security Assistance Office. Within the record of sustained superior performance, the FAO community also values:

(a) Demonstrated leadership advancing NDS objectives versus strategic competitors regardless of region.

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(b) Demonstrated leadership developing Globally Integrated Base Plans, Global Campaign Plans, or Theater Security Cooperation plans, as well as leading GO/FO level international strategic engagements and exercises.

(c) Progression towards foreign language proficiency level of 3 or above. Completion of advanced strategic and operational courses (MSOC, MOPC, JAWS, JIOPC, etc.); significant progress towards JQO.

(2) The most competitive officers will be fully qualified FAOs. Full FAO qualification within the assigned AOR is awarded via the FA(X) Additional Qualification Designator (AQD), with X replaced by a numeral (1-5) specifying the geographic area of specialty (1 = United States (U.S.) Central Command, 2 = U.S. Indo-Pacific Command, 3 = U.S. Southern Command, 4 = U.S. European Command and 5 = U.S. Africa Command).

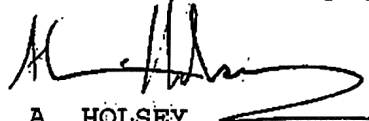
(3) If a recently transferred FAO has not received sufficient opportunity to achieve full qualification, aggressive progress towards full qualification may be considered an indicator of suitability for milestone screening.

(4) Qualification requirements are defined by reference (c), and include completion of a regionally-focused pol-mil master's degree, a minimum score of 2 in two of the three Interagency Language Roundtable modalities, and in-theater duty experience of one year (waiverable to six months by the Community Sponsor).

c. Many officers will have a variety of assignments in other line and staff billets prior to their lateral transfer to FAO. Boards are encouraged to examine an officer's entire record to assess professional achievement, language abilities, regional expertise, critical thinking, leadership, maturity, and operational and staff experience that would translate to success in a milestone assignment. The FAO community has a critical need for milestone-screened officers to serve in all five of the geographic areas of specialty.

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d. The board need not select to the numbers provided. The authorized number to select should only be attained if there are a sufficient number of candidates determined fully qualified.


A. HOLSEY